

Team CSC

Introduction to Army Performance Improvement and Instructional Design for Performance Course Validation

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EXPERIENCE

TEAMWORK



Victory Starts Here!



EXPERIENCE. RESULTS.

Agenda

- Background
- Validation Participation and Schedule
- Validation Process
- Accessing the Course
- Course Design
- Validation Documents





EXPERIENCE. RESULTS.

Background

- Training developer curriculum revised in MAR 06 to incorporate performance improvement and Guided Experiential Learning (GEL)
- 8 hour IMI course designed to introduce new processes and concepts
- Follow-on courses will teach the “how-to” for the areas covered in the 8 hour course
- Modules will be developed, validated and deployed individually

One Team

**Government
Contractor
Academia**



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EXPERIENCE. RESULTS.

Validation Participants and Schedule

- CP-32 Training Developers (TD)
- Military personnel performing TD duties
- Module 2 Validation Window
 - 10 JUL 06 – 24 JUL 06



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EXPERIENCE. RESULTS.

Validation Process

- Attend VTC
- Receive and review validation documents
- Register and login to the LMS
- Register for the course
- Complete API lessons and posttest
- Complete and return validation instruments

CSC facilitators available by phone or e-mail to answer technical questions during validation.



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Accessing the Course

- Validation is hosted on a CSC LMS (Banta)
 - <http://216.54.19.112/~mac/banta.html>
- Register (no user code required)
- Login
- Register for the course
- Open and complete lessons and test
 - API Overview
 - API Analysis and Intervention Selection and Creation
 - Implement and Evaluate Interventions
 - API Module Summary
 - Posttest A
 - Posttest B (only complete this if you do not pass Posttest A)



Course Design

- Modular construction using GEL principles (Dr. Clark, USC)
- Teaches processes and knowledge
- Reduces cognitive load (Dr. Mayer, USC)
- Uses ATSC standard Graphical User Interface (GUI)
- Most interactions are mandatory
- Built for 800X600 screen resolution





Army Performance Improvement (API)

Army Performance Improvement (API) Overview

Welcome

GUI Options
Glossary is functional;
other menu options are
not built

**Student
prompts**

Army Performance Improvement (API) Overview

Menu Communicate Options Help Exit

Click Next to continue

Menu Communicate Options Help Exit Click Next to continue

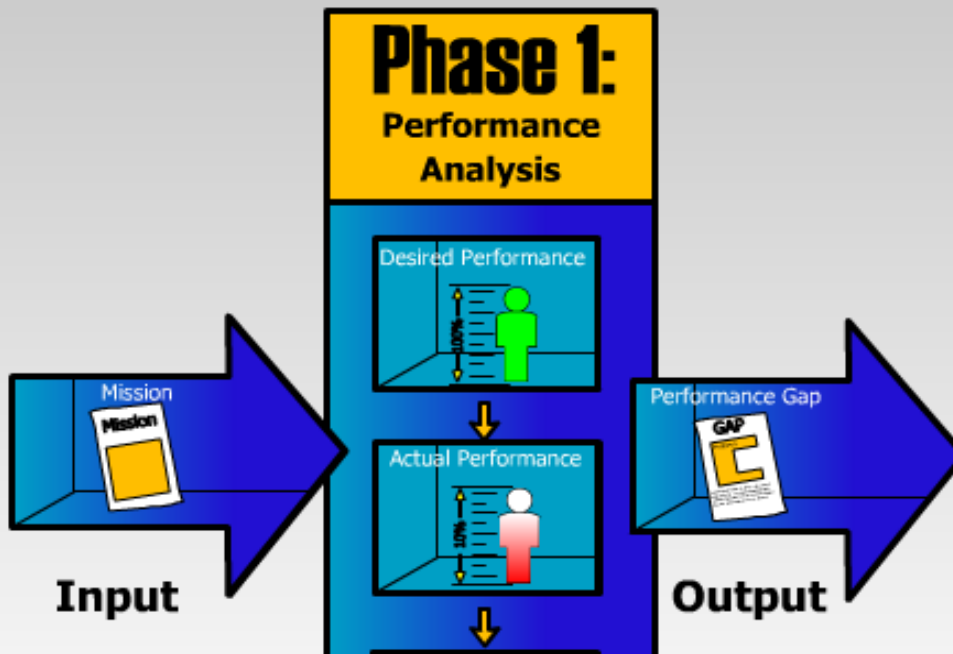
11 14 00 1 of 9



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Performance Analysis



Navigation

Student can not move to the next screen until all interactions are completed (Black Arrow)

Interactions are completed and the student may continue to the next screen (White Arrow)



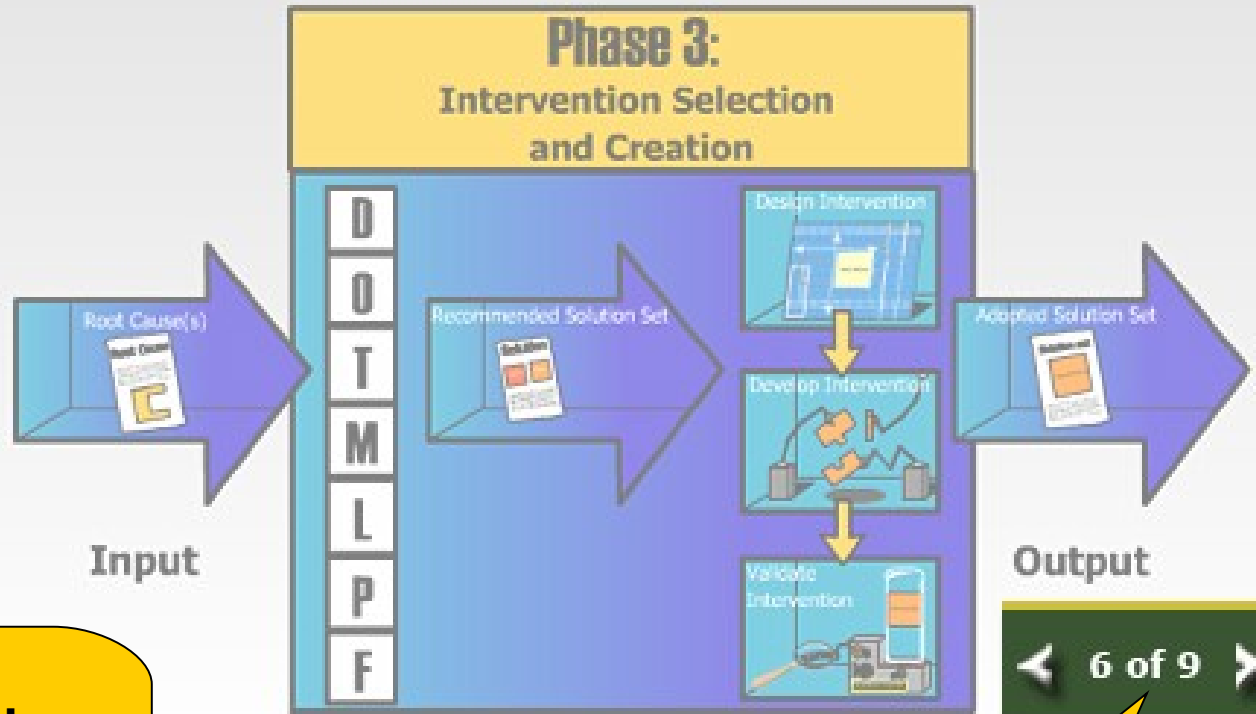


Army Performance Improvement (API)

Army Performance Improvement (API) Overview

- Welcome
- Reason for Lesson
- Overview
- Performance Analysis
- Cause Analysis
- Intervention Selection and Creation

Intervention Selection and Creation



Navigation

Go To Menu displays all previously viewed pages in the lessons. Click on a page to review it.

Click the center to view the Go To menu





Army Performance Improvement (API)

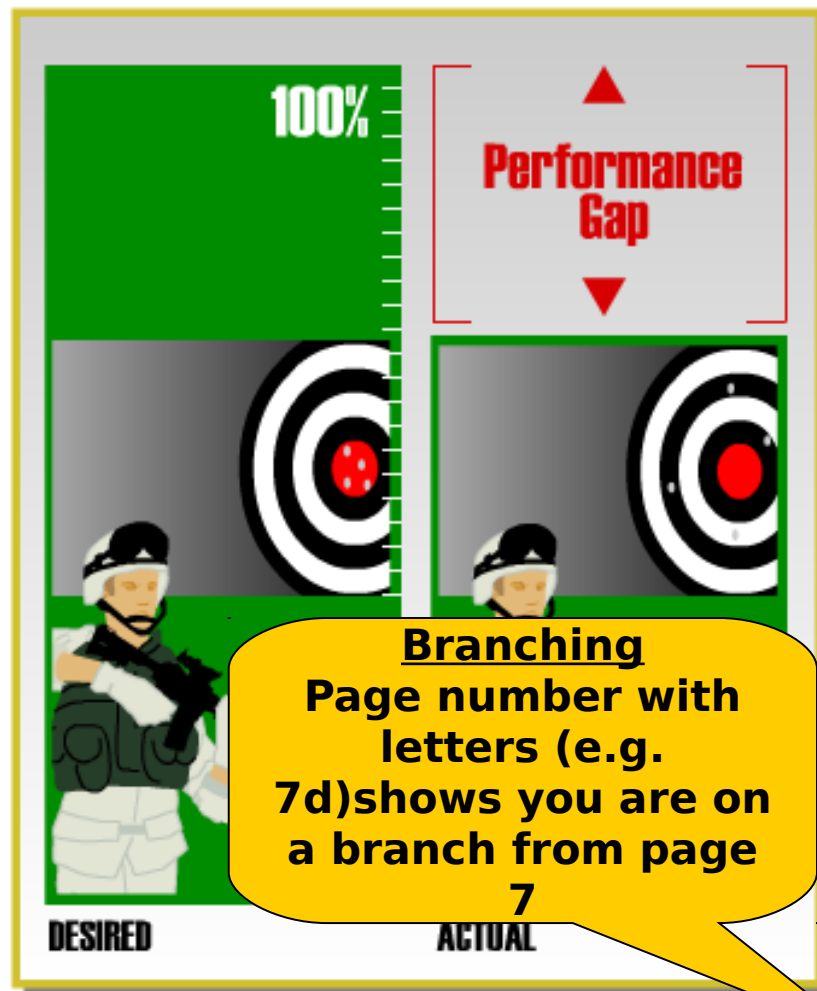
API Analysis and Intervention Selection and Creation

Submit CR View CR m2l1_0110d

Measure the Gap

Gap Analysis determines the difference between the desired and the actual performance.

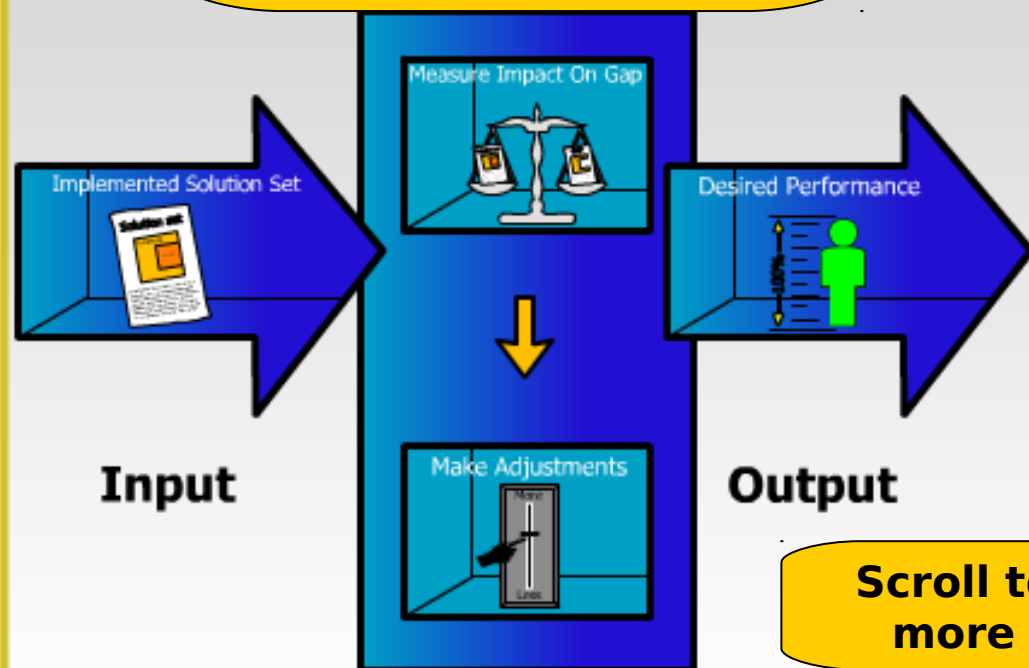
- Analyze the data and determine where gaps exist.
- Determine what is causing these gaps in performance.





Evaluation

Additional text windows display pertinent information and examples



Measure Impact on Gap

This is the first activity of Evaluation. It occurs when learning transfer to the job takes place. Measure Impact on Gap compares performance after implementation with desired performance to determine if the gap is closing.

Examples:

A deployment exercise is conducted after Soldiers received training on loading pallets. The unit deployment time improved to 80 hours, but it still did not deploy in the required time of 72 hours.

Common Task Training requires new performance on the MOPP gear task. Most Soldiers perform the task correctly, however the goal is for all Soldiers to perform

Scroll to view more text.



Army Performance Improvement Tests

Posttest A

Submit CR View CR m2ta_0030

Question 1

Question

Posttest Question Functionality

1. ☐ Measure Performance Gap
2. ☐ Determine Desired Performance
3. ☐ Mission
4. ☐ Determine Knowledge and Skill Causes

**Submit Answer
must be clicked
to save the
answer**

**Prompt text will
change when the
answer is saved**

Submit Answer



Army Performance Improvement Tests

Posttest A

Submit CR View CR m2ta_0030

Question 1

Question

1. ☒ Measure Performance Gap
2. ☐ Determine Desired Performance
3. ☐ Mission
4. ☐ Determine Knowledge and Skill Causes

**Prompt text after
answer is saved**

Submit Answer



Posttest Grade

You can return to any test question; change and save your answer at any time during the test prior to submitting it for grading.

Submit

This submits your test for grading

Validation Documents

- Introduction to API and IDP Validation Instructions
- Introduction to API and IDP Course Student Usage Log
- Introduction to API and IDP Course Technical Problems Log
- Graphical User Interface Student Guide V2_0 (Side Menu)



Points of Contact

Michael Faughnan	Nancy O'Malley	Gary Rauchfuss (Validation POC)	Kevin Deary	Heidi Boyette
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Questions?



REPLAY

Team CSC

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TOUR de
FRANCE

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CSC.COM CONSULTING SYSTEMS INTEGRATION OUTSOURCING

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